

## KATRINA A. PETRI

Dr. Katrina Petri is an organization development consultant based near Munich, Germany. She enables her clients to develop a deeper understanding of their whole organization as a system and their organizational culture as the fertile ground for enhancing productivity, efficiency, and work satisfaction. Her work is experiential. It creates deep insight that is then focused on action. She helps clients to create learning cultures, new communication skills, high performing collaborative teams and new leadership styles.



Central to her work is the involvement of the whole system through Large Group Interventions (LGI). These high leverage techniques are based on self-organization, individual creativity and responsibility. She is an expert LGI-trainer/facilitator and has introduced these techniques—Open Space Technology, Whole Scale Change, Future Search, Appreciative Inquiry, World Café and others in many European countries and extensively in Germany. She brings a strong sense of integrity, conviction, courage and commitment to this work in addition to her bicultural experience and wisdom. She is fluent in German and English.

Dr. Petri has lead many change projects for her clients in a wide range of businesses in Europe:

- She designed and led “Company Meeting 2000” for a large American IT company in Germany with 1200 participants. Open Space Technology was used to identify and gain consensus on the top ten items to be worked on. The Whole Scale Strategic Change method was then used to create action plans and define the project management approach. Clients, partners and providers were incorporated into the process. The self-organization format and the inclusion of the ‘whole system’ was highly appreciated by the clients and led to its dramatic success.
- Dr. Petri supported the Central Information Agency of a Swiss city (the main source for information technology for all city agencies) to increase efficiency and to reduce sick leave. The change process included strategic change, cultural change and policy changes. LGI played a major role in increasing the quality of communication and the ability to reach common solutions. Participants were both amazed and pleased that the cultural change enabled by this process had been so fast and yet also proved to be sustainable.
- Led by Dr Petri, a large IT department of one of the largest German Technology Companies underwent a complex change process. The goals of the event were to identify new projects, to define an e-business infrastructure and to set up security standards. Success was achieved by getting many participants from different departments and levels to work together. It fostered innovative complex solutions and buy-in for the necessary changes.
- Mercedes Benz AG was one of the first pioneers in Germany using Open Space Technology. In 1996, they brought over 300 employees together for a Culture Change program led by Dr Petri. The participants were surprised how the simultaneous search for solutions as a joint effort lead to fast and efficient buy-in and change.
- Dr. Petri together with a Design Company lead an innovation program at an other large German auto company bringing together all the departments involved in the production of a car. The simultaneous effort of the experts of design, engineering, IT, marketing and sales made innovations possible in a previously unknown and unexpected short period of time. The large group process quickly identified unnecessary or obsolete work and facilitated immediate evaluation (very short feedback loops) to be incorporated into the design process.
- In the summer of 2006 Dr. Petri trained the Six Sigma Master Black Belt internal consultants of a German chemical company in Stockholm in the strategic use of Large Group Interventions and the basic approach of self-organizing systems.

Dr. Petri taught the Executive MBA Course on Organizational Behavior at the European Business College in Munich. In 2006 she began supporting clients in their efforts to introduce Corporate Social Responsibility in their companies and become members of the Global Compact. Katrina holds a medical doctorate from the Ludwig-Maximilian-University in Munich, Germany. She trained as a Psychotherapist at Portland State University and Ärztekammer Germany, and as an Organization Development Consultant at the Boston Institute for Psychotherapy (BIP). She is also works as counselor and business coach.